

LEAN SKILLS TRAINING INCREASES SALES, CREATES JOBS

ABOUT PEERLESS INJECTION MOLDING LLC DBA PROPLAS TECHNOLOGIES.

ProPlas Technologies is an innovative custom injection molding organization serving the healthcare, aerospace and defense, electronics, industrial, and commercial industries. The company offers full-service mold-making capabilities, from product design and prototyping to production tooling, along with assembled and packaged products. ProPlas is based in Garden Grove, California, and has approximately 50 employees.

THE CHALLENGE. ProPlas Technologies had relocated to be closer to its primary customer base, moving from a leased to an owned facility. However, the relocation contributed to a substantial loss of skilled workers, and ProPlas was having a difficult time training new employees. Management noticed inefficiencies, errors during production, and rising scrap rates caused by insufficient job skills. They also recognized that morale was low. The rising costs and production challenges were putting sales and jobs at risk, and ProPlas needed to make improvements.

MEP CENTER'S ROLE. ProPlas reached out to California Manufacturing Technology Consulting (CMTc), part of the MEP National Network™, for assistance in improving the company's Lean capabilities. After a project-kickoff meeting diagnosed the main challenges and laid the foundation for continuous improvement, CMTc held weekly trainings at the company to educate employees on the fundamentals of Lean. Experts worked with the ProPlas team to establish more standardized processes on the production floor and implement improvements. 5S workplace organization (Sort, Set in Order, Shine, Standardize, and Sustain) laid the groundwork for the improvement initiatives, coaching employees on how to prioritize and maintain safety practices. Flow charting exercises proved particularly helpful as they formally outlined and visually conveyed procedures for new employees.

A great deal of the training focused on fostering communication between employees. Root cause analysis gave employees a tool for identifying the main cause of problems, empowering leaders to work together and resolve conflicts. The company also established formal communication meetings that brought leaders together to rectify outstanding problems. The benefits of reducing scrap and other inefficiencies paid off in cost-savings and retained sales. The company saved at-risk positions at the plant and saw a noticeable improvement in company culture. Improved productivity brought increases in sales, and ProPlas added jobs to accommodate the uptick in demand.

"Our organization was able to recognize \$1.6 million in increased sales, \$200,000 in cost savings, and 22 new jobs."

-Scott Taylor, President

RESULTS



\$1.6M in increased sales



\$1.2M in retained sales



22 jobs created



20 jobs retained



\$200K in cost-savings

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